

**Amendment Number 1 to the
Local Union No. 9, IBEW and Outside Contractors
Active Employees Health and Welfare Plan
Plan Document and Summary Plan Description
(2021 Edition)**

In accordance with the Plan's amendment and termination provision, as stated on page 76 of the 2021 Edition of the Local Union No. 9, IBEW and Outside Contractors Active Employees Health and Welfare Plan, Plan Document and Summary Plan Description (the "Plan Document and SPD"), the Fund has adopted the following change to the Plan, effective July 1, 2021.

The first and second paragraphs of the "Eligibility Requirements for Active Employees" section on page 1 of the Plan Document and SPD is revised to change the "hours requirement" for a Participant's initial eligibility effective July 1, 2021, as follows:

INITIAL ELIGIBILITY

You become eligible for benefits after working at least 160 hours for a Contributing Employer during your initial Working Quarter. Coverage begins on the first day of the second month following your initial Working Quarter during which you worked at least 160 hours as shown in the chart below:

If you work 160 hours during your initial Working Quarter...	You become eligible for coverage on...	And coverage continues for this Coverage Quarter...
January 1 through March 31	May 1	May 1 through July 31
April 1 through June 30	August 1	August 1 through October 31
July 1 through September 30	November 1	November 1 through January 31
October 1 through December 31	February 1	February 1 through April 30

Following your initial Working Quarter when you earn Initial Eligibility, you must work 360 hours or more for a Contributing Employer to continue coverage. However, if you are short 40 hours or less in any initial Working Quarter (that is, you worked at least 120 hours in your first Working Quarter), then you may pay the shortage of hours at the rate per hour that is determined by the

Trustees from time to time. The rate is referred to as the "Self-Payment Option Rate." The Trustees reserve the right to change the contribution rate or to abandon the formula reflected above if they determine, using their discretion, that it is in the best interest of the Plan.

This Amendment Number 1 to the Local Union No. 9, IBEW and Outside Contractors Active Employees Health and Welfare Plan, Plan Document and Summary Plan Description (2021 Edition) was adopted by the Board of Trustees on September 22, 2021.

Employer Trustees

Air Burke
Chairman

John C. [Signature]

Matthew Tind

Union Trustees

William W. [Signature]
Secretary

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